



BOARD MEETING BRIEFING BOOK

Thursday, September 17, 2026

10:00 AM – 12:00 PM

**Hybrid Meeting
via Teams and In-Person**

One Penn Center at Suburban Station
1617 JFK Boulevard
Suite 1100
Philadelphia, PA 19103

BOARD MEETING BRIEFING BOOK

Thursday, September 17, 2026 | 10:00 AM-12:00 PM

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Philadelphia Works, Inc. Board Meeting Agenda

September 17, 2026
Hybrid Board Meeting via Teams
10:00 a.m. – 12:00 p.m.

Presiding: Daniel K. Fitzpatrick, Chair

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- | | |
|---|--|
| I. Welcome | Daniel F. Fitzpatrick, Chair |
| <ul style="list-style-type: none">a. Action Item: Approval of consent agenda<ul style="list-style-type: none">i. March 2026 Board + Executive Committee Summariesii. Committee Meeting Summaries + Reports this quarter | |
| II. New Employees | H. Patrick Clancy, President & CEO |
| III. Participant Success Story | H. Patrick Clancy, President & CEO |
| IV. Youth Program Update | Marcus Hall, Director,
Career Connected Learning (C2L-PHL) |
| <ul style="list-style-type: none">a. C2L Summer Programb. C2L Success Storyc. Restart Grant Opportunity | |
| V. Economic Overview | Gloria Oh, Manager,
Research and Analysis |
| VI. Subcommittees | |
| <ul style="list-style-type: none">a. Youth Standing Committee<ul style="list-style-type: none">Haniyyah Sharpe-Brown, Co-ChairStephanie Kosta, Co-Chairb. Employer Engagement & Workshop Strategies<ul style="list-style-type: none">Nikki Pumphrey, Co-Chair | |
| VII. CEO Report
COO Report | H. Patrick Clancy, President & CEO
Billie Barnes, Chief Operating Officer |
| <ul style="list-style-type: none">a. Action Item: Approval of WIOA Title I Grievance policy | |

**VIII. City College for Municipal Employment
And Workforce Programming Update**

Carol DeFries
Executive Director,
CCME + Workforce
Programming

IX. Finance Report

Zachariah Hughes, Vice President,
Finance/Controller

a. **Action Item:** Approval of the Financial Statements

X. Public Comments

XI. Closing Remarks

Next Meeting: December 17th, 2026

CONSENT AGENDA ITEMS

Overview

The following items are on the Philadelphia Works Consent Agenda for June 25, 2026.

- June 2026 Board and Executive Committee Meeting Summaries
- Committee Meeting Summaries and Reports for this Quarter.

Items on the Consent Agenda will not be discussed unless requested by a Board member. The following is a brief overview of each item.

Meeting Summary: June 2026 Board Meeting

The Board is being asked to approve the draft meeting summary from the June 17, Board Meeting.

Committee Meeting Summaries

The Board is being asked to approve the committee meeting summaries included in today's board briefing book.



BOARD + COMMITTEE MEETING SUMMARIES

BOARD MEETING SUMMARY

Thursday, June 25, 2026 | 10:00 A.M. – 12:00 P.M.

Philadelphia Works Inc.

Hybrid Board Meeting

Chair: Mr. Daniel K. Fitzpatrick

Attendance

Members:

Michelle Armstrong, William Bowie, Steve Bradley, Brigitte Daniel, Pat Eiding, Maybeth Ferguson Williams, Daniel Fitzpatrick, Stephanie Gambone, Mike Giantomaso, Ed Grose, Anju Gupta, Stephanie Kosta, Ed Krawczyk, Carniesha Kwashie, Tonya Ladipo, Andrea Muhammad, Haniyyah Sharpe-Brown, Tom Shoemaker, Christian Wong.

Staff: Jessica Pierre-Louis, Maria Morton, Linda Li, Dawn Thomas, Marcus Hall, Javier Salazar, Dana Verde, Gizela Lopez-Burnside, Leah McCasland, Fred Randall, Ashlee Phillips, Kaila Shannon, Gloria Oh, Stephanie Ramirez-Zarate, Marsha Perry, Adrian Jerierski, Joseph Kozlowsk, Kelly Stanely, Jermiron Hardy, Megan Marshall, Jason Ivey, Garland Overbay, and Richard Prather.

Guests: Cynthia A. Bowman, John Vining and Corey Woods, Scott Gaiber, Sara Hollister, Sharon Ward, Kate Miller, and Meredith Mehra School District Philadelphia.

Welcome and Opening Remarks

Mr. Daniel Fitzpatrick called the meeting to order at 10:004 AM and welcomed board members, staff, partners, and guests to the quarterly hybrid Board Meeting.

Approval of the Consent Agenda

ACTION: Mr. Daniel Fitzpatrick requested approval of the Consent Agenda, which included prior Board and Executive Committee meeting summaries and committee reports.

- Motion: Steven Bradley
 - Second: Pat Eiding
 - Motion approved unanimously.
-

New Board Member

Mr. H. Patrick Clancy, President & CEO, welcomed Andrea Muhammad to the Philadelphia Works Board of Directors. She expressed appreciation for the continued growth of the Board and the diverse leadership experience represented among its members.

New Employees

Mr. H. Patrick Clancy, President & CEO, introduced several new Philadelphia Works employees, including Richard Prather, Senior Manager of the Youth Workforce System; Jason Ivey, Workforce Operations; and Garland Overby, Accounts Payable and Finance. He welcomed each employee to the organization and thanked staff for their continued commitment to serving Philadelphia's workforce.

Economic & Labor Market Report

Ms. Jessica Pierre-Louis, Director of Research and Data, presented the quarterly Economic and Labor Market Report, providing an overview of current workforce trends throughout the Philadelphia region. She reported that the regional labor force has surpassed 800,000 workers, with approximately 764,000 individuals currently employed. While unemployment in Philadelphia remains above both the state and national averages, labor market conditions continue to improve.

Ms. Pierre-Louis reviewed employment trends across the region's major industry sectors, noting continued growth in education and health services, professional and business services, leisure and hospitality, manufacturing, and retail trade. She highlighted persistent workforce shortages in healthcare, construction, skilled trades, software development, and other high-demand occupations.

Board discussion focused on several major economic developments expected to influence workforce demand, including Hanwha Philly Shipyard expansion, regional infrastructure investments, data center construction, and continued growth in the building trades. Members also discussed the anticipated economic impact of upcoming regional events, including the FIFA World Cup, America's 250th Anniversary celebration, July Fourth activities, and the Major League Baseball All-Star festivities.

Ms. Pierre-Louis noted that registered nurses continue to command average annual salaries exceeding \$100,000, reinforcing the importance of workforce training programs that prepare residents for high-demand occupations offering strong wages and long-term career opportunities.

Employer Spotlight – Brown's ShopRite

Cynthia A. Bowman and John Vining from Shoprite presented an overview of the organization's longstanding workforce partnership with Philadelphia Works and highlighted the success of its apprenticeship and incumbent worker training programs.

Mr. Vining discussed the company's commitment to promoting employees from within and investing in workforce development as a long-term business strategy. They emphasized that apprenticeship programs have strengthened employee retention while creating meaningful career advancement opportunities for incumbent workers.

Corey Wood, a ShopRite employee, shared his personal career journey, describing how he advanced from an entry-level grocery clerk to a certified butcher through apprenticeship training. He explained that participation in the program enabled him to purchase a home, support his family, and achieve greater financial stability. Board members recognized the presentation as a compelling example of workforce development creating pathways to economic mobility and improving quality of life for Philadelphia residents.

CEO Report

Following the Employer Spotlight presentation, Mr. H. Patrick Clancy provided the CEO Report. Mr. Clancy reflected on the workforce success stories shared by ShopRite, noting that they exemplify Philadelphia Works' mission of connecting residents to sustainable careers through employer partnerships, training, and apprenticeship opportunities. He emphasized that the

organization remains committed to building workforce pipelines that respond directly to employer needs while creating pathways to economic mobility for Philadelphia residents.

Mr. Clancy discussed the continued growth of the regional economy, citing significant investments in infrastructure, shipbuilding, logistics, manufacturing, healthcare, energy, and advanced industries. He noted that these investments are generating substantial demand for skilled workers and reinforcing the need for strong workforce development strategies throughout the region.

He also highlighted Philadelphia Works' continued collaboration with employers, educational institutions, labor organizations, and public sector partners to strengthen apprenticeship opportunities, Career Connected Learning initiatives, adult workforce programs, and sector partnerships. Mr. Clancy emphasized that expanding access to workforce training and reducing barriers to employment remain key organizational priorities as Philadelphia Works prepares residents to take advantage of emerging career opportunities.

Mr. Clancy concluded by thanking Board members, staff, employers, and community partners for their continued leadership and collaboration in advancing Philadelphia Works' mission.

Finance Summary

Mr. Zachariah Hughes, Vice President, Finance/Controller, presented the financial report and reviewed the proposed FY2027 Operating Budget along with the financial statements through April 30, 2026.

Mr. Hughes reported that the proposed FY2027 operating budget reflects anticipated reductions in federal workforce funding resulting from the expiration of several temporary grant programs, including pandemic-related initiatives and other competitive funding opportunities. He explained that while the overall operating budget decreases from the prior fiscal year, the reduction primarily reflects the conclusion of one-time funding rather than reductions to Philadelphia Works' core workforce programming.

He also discussed anticipated changes to Workforce Innovation and Opportunity Act (WIOA) funding, the conclusion of the Good Jobs Challenge and Building American Apprenticeship grants, and the organization's continued efforts to secure additional state, philanthropic, and employer-supported funding opportunities. Leadership emphasized that Philadelphia Works remains financially stable and continues to strategically position the organization to respond to future funding challenges while maintaining high-quality workforce services.

Board members discussed the organization's financial outlook and the importance of diversifying funding sources to support long-term sustainability.

ACTION: Mr. Fitzpatrick requested approval of the FY2027 budget.

- Motion: Tom Shoemaker
- Second: Steven Bradley
- Motion approved unanimously.

ACTION: Mr. Fitzpatrick requested approval of Financial Statements through April 30, 2026.

- Motion: Pat Eiding
- Second: Steve Bradley
- Motion approved unanimously.

Elevate 215 Teacher Workforce Presentation

Mr. Scott Gaiber, Deputy Chief of Development Initiatives at Elevate 215, joined representatives from the School District of Philadelphia to provide an overview of the City's educator workforce strategy and the ongoing partnership with Philadelphia Works.

Mr. Gaiber discussed the critical role teachers play in improving student outcomes and strengthening economic mobility throughout Philadelphia. He noted that effective teachers have a lasting impact on student achievement, college enrollment, and long-term earning potential. He also emphasized the importance of increasing teacher diversity, citing research demonstrating the positive outcomes associated with a more representative educator workforce.

He reviewed current workforce challenges, noting that Philadelphia continues to experience significant teacher shortages, particularly in special education, elementary education, mathematics, science, and English language arts. They explained that the School District and

charter schools collectively require approximately 2,000 new teachers annually and continue to experience hundreds of vacancies each year.

He highlighted the collaborative work of the Citywide Talent Coalition and its partnership with Philadelphia Works to strengthen educator career pathways. He reported that Philadelphia Works has invested more than \$1.4 million in incumbent worker training to support teacher certification, and, together with other workforce investments, more than \$2.5 million has been directed toward teacher workforce initiatives over the past several years.

Ms. Kate Miller of the School District of Philadelphia provided an overview of the district's teacher residency, paraprofessional-to-teacher, and registered apprenticeship programs. She explained that these initiatives provide employees with opportunities to earn teaching credentials while continuing to work, creating affordable career pathways for individuals already serving in Philadelphia schools. She also discussed the importance of workforce funding in expanding these programs and reducing financial barriers to teacher certification.

Board members discussed opportunities to further strengthen educator recruitment and retention efforts through workforce investments, apprenticeship expansion, and continued collaboration among Philadelphia Works, the School District, Elevate 215, and employer partners.

Employer Engagement & Workforce Strategies Committee

Ms. Nikki Pumphrey, Co-Chair, of the Employer Engagement & Workforce Strategies Committee, provided an update on the committee's ongoing efforts to strengthen employer engagement and better align workforce services with regional business needs. She reported that the committee has been working closely with Philadelphia Works staff to support increased utilization of On-the-Job Training, Incumbent Worker Training, and other employer-focused workforce initiatives.

Ms. Pumphrey noted that the committee continues to focus on ensuring employer perspectives help guide workforce strategy, particularly within priority industry sectors. She also discussed plans to strengthen collaboration between employer engagement efforts and PA CareerLink® operations to better connect employers with available workforce resources and services. Staff noted that future committee meetings may include a more integrated approach to employer engagement and PACareerLink® operations to support job placement and business partnerships.

Youth Standing Committee

Ms. Haniyyah Sharpe-Brown, Co-Chair of the Youth Standing Committee, presented the committee report and provided updates on several youth workforce initiatives.

She reported that the committee reviewed a proposed in-school youth enrollment limitation policy intended to formalize existing Workforce Innovation and Opportunity Act (WIOA) guidance. The committee also received an overview of Philadelphia's youth labor market data and program outcomes, including demographic information for youth participating in WIOA and Temporary Assistance for Needy Families (TANF) workforce programs.

Ms. Sharp-Brown shared updates on the Career Connected Learning Philadelphia (C2L PHL) Summer 2026 program, noting that more than 16,000 youth and young adults submitted applications for summer employment opportunities. She also highlighted updates from Foundations, Inc. regarding provider capacity-building efforts, expanded work-based learning

opportunities, professional development activities, and initiatives designed to strengthen youth engagement throughout the workforce system.

Public Comment

During the public comment period, Sharon Ward, Deputy Chief Education Officer for the City of Philadelphia, thanked Philadelphia Works for its continued partnership in advancing workforce and education initiatives throughout the city.

Ms. Ward emphasized that teacher workforce development remains a critical priority for the city and highlighted the importance of continued investment in educator recruitment, certification, and retention. She noted that strong schools are fundamental to workforce development and economic opportunity and commended Philadelphia Works and its partners for their collaborative efforts to strengthen career pathways for both students and educators.

No additional public comments were received.

Closing Remarks and Adjournment

Mr. Fitzpatrick thanked Board members, staff, employers, presenters, and community partners for their continued leadership and commitment to Philadelphia Works' mission.

He reflected on the meeting's discussions regarding regional economic growth, workforce shortages, employer partnerships, educator workforce development, and the organization's continued commitment to preparing Philadelphia residents for high-quality careers. Mr. Fitzpatrick acknowledged the challenges associated with evolving federal funding while expressing confidence in Philadelphia Works' strategic direction and the strength of its partnerships throughout the region.

He also thanked the Philadelphia Works staff for their continued dedication and recognized the organization's accomplishments during a period of significant workforce opportunity and change.

ACTION: Mr. Fitzpatrick requested a motion to adjourn the meeting.

- Motion: Pat Eiding
- Second: Steven Bradley
- Motion approved unanimously.

The meeting adjourned at approximately **12:02 P.M.**

Next Meeting: Thursday, September 17, 2026.

Youth Standing Committee Meeting Summary

Thursday, August 20, 2026 | 3:30–5:00 P.M.

Co-Chairs: Stephanie Kosta & Haniyyah Sharpe-

Brown

Accenture Philadelphia Office

Two Commerce Square

2001 Market Street, Suite 10th Floor

Philadelphia, PA 19103

Attendance:

Members: Stephaine Kosta, Haniyyah Sharpe-Brown, Deborah Bruhel Stephanie, Gambone, Nicole Fuller, Sarah Hollister, Michelle Armstrong, and Roxolana Golas,

Staff: Shanika Peck, Jermiron Hardy, Hebe Liu, Elexus Freeman-Filmore, Richard Prather, Micaela Rivera, Ciaran Porter, Cydney Irving-Dasent, Jessica Pierre-Louis, Marsha Perry, Dawn Thomas, Marcus Hall, Billie Barnes and Kimberly McCaffrey.

Welcome and Approval of Minutes

Co-Chairs Stephanie Kosta and Haniyyah Sharpe-Brown welcomed committee members and reviewed the meeting agenda. The Committee also reviewed its role within Philadelphia's workforce system, including oversight of youth investment strategies, procurement, program performance and compliance, and policies affecting youth and young adult programming.

Youth Standing Committee Overview

The Committee reviewed its structure and purpose as a cross-sector body representing employers, education, government, and other workforce-system partners. Members were reminded that recurring meetings include updates on youth workforce data, C2L-PHL internship activity, and provider and employer support.

Youth Workforce Data Overview

Jermiron Hardy of Philadelphia Works presented year-over-year WIOA Youth and C2L-PHL performance data. WIOA Youth placements increased slightly from 578 in PY24 to 590 in PY25, while credentials increased from 183 to 227. The median wage decreased from \$17.00 to \$16.00 per hour.

C2L-PHL experienced significant growth, with 72,645 total applications in PY25. A total of 7,978 participants were placed, representing a 13.4% increase over PY24. Supplemental data showed ZIP code 19120 leading youth placements, Child & Youth Services remaining the leading industry, and Philadelphia Parks & Recreation continuing as the leading provider. Disability disclosures also increased from 283 to 429 participants.

C2L-PHL Intermediary Update

Marcus Hall provided an update on Summer 2026 programming including 61 providers, three special entities, more than 700 placement sites, and approximately \$8.9 million in stipend payments to date.

Summer highlights included 1,000 additional youth opportunities supported by the city, 14 new providers, increased collaboration with DHS stakeholders, and enhancements to the C2L-PHL portal. Planning for the 2026–27 school year includes approximately 1,000 youth opportunities through 15 providers and three special entities.

Foundations Capacity Building Update

Shanika Peck of Foundations, Inc. presented updates on provider capacity building and quality improvement. Foundations conducted 27 site visits representing 22 providers and observed youth professional development, work-based learning, C2L Serves activities, and placement sites.

Cross-site observations showed that youth were moving beyond career awareness into hands-on workplace skill development and meaningful work experiences. Communication, collaboration, leadership, career readiness, and financial literacy emerged as common areas of skill development. Foundations also outlined a quality-improvement process involving provider self-assessments, coaching, technical assistance, feedback, and ongoing progress monitoring.

FY27 Committee Priorities

Marcus Hall of Philadelphia Works led a discussion of FY27 priorities, including development of a formal Youth Standing Committee Charter and establishing a Youth Advisory Council. The charter will help clarify the Committee's purpose, authority, responsibilities, operating procedures, member expectations, and role within Philadelphia's broader workforce ecosystem.

The charter-development process will consider the Committee's most important purpose, gaps it is uniquely positioned to address, activities that should fall outside its scope, member responsibilities, and measures of success over the next 12 months.

The Committee reviewed plans for a proposed Youth Advisory Council designed to increase youth and parent involvement in C2L-PHL recruitment strategies. Schools would nominate youth leaders and/or parents or guardians, with priority given to schools and communities currently underrepresented in C2L-PHL applications.

Implementation is pending a grant decision from the Pennsylvania Department of Labor & Industry.

Recap & Next Steps

Philadelphia Works and its partners will continue monitoring final Summer 2026 outcomes, preparing approximately 1,000 C2L-PHL opportunities for the 2026–27 school year, advancing provider quality-improvement activities, and developing the FY27 Youth Standing Committee Charter. The proposed Youth Advisory Council will move forward pending the state grant decision.

Closing Remarks

The meeting concluded with a recap and next steps led by Co-Chairs Stephanie Kosta and Haniyyah Sharpe-Brown.

Adjournment

Next Meeting: Thursday, November 19, 2026 at 3:00 PM

EMPLOYER ENGAGEMENT & WORKFORCE STRATEGIES COMMITTEE MEETING

Thursday, September 10, 2026

Philadelphia Works Inc.

Virtual Committee Meeting

Nikki Pumphrey, Chair | Mary Beth Williams, Co-Chair

Attendance

Members: Nikki Pumphrey, Mary Beth Williams, Jeffrey Missan, Ed Grose , and Erin Phovilaychit.

Staff: Dana Verde, B. Daniel,, Jason Ivey, Gloria Oh, Wanda Carlo, Carmen Infante, Charles Jameson, Fatima Martin, Craig Holland, Latosha Lewis, and Kaila Shannon.

Welcome and Approval of Minutes

Nikki Pumphrey welcomed committee members and thanked participants for accommodating the rescheduled meeting. The Committee approved the minutes from the previous meeting following a motion and second. Jason Ivey introduced Mary Beth Williams as the Committee's new co-chair. Williams serves as Director of Field Operations with the Pennsylvania Department of Labor & Industry, Bureau of Workforce Partnership and Operations. CareerLink system updates will be incorporated into Committee meetings going forward.

Labor Market Update

Gloria Oh, Manager of Research and Analysis at Philadelphia Works, presented June 2026 labor market data. Philadelphia's labor force remained above 800,000, reaching just over 803,000 in June, while total employment rose to nearly 764,000. Year over year, employment increased by approximately 21,000 and the labor force increased by approximately 16,000, indicating that employment was growing faster than the labor force.

Philadelphia's unemployment rate was 4.9% in June, compared with 3.9% statewide and 4.4% nationally. Nine of ten industry sectors added jobs during the month. Leisure and hospitality posted the largest monthly increase, supported in part by FIFA World Cup activity, while education and health services declined seasonally but remained strong year over year. Financial activities remained the highest-paying sector at approximately \$48 per hour, while

Other services posted the fastest wage growth. Registered nurses were the most in-demand occupation in June, followed by truck drivers and software developers.

PA CareerLink North Update

Wanda Carlo and Carmen Infante provided updates from PA CareerLink North. The center scheduled several September employer events, including AmeriHealth, All City Daycare, Workforce Solutions, and EMR, along with professional development workshops and an unemployment compensation workshop.

The center also reported outcomes from its August end-of-summer hiring event in partnership with the City of Philadelphia. Employers represented hospitality, home care, logistics, and nonprofit services. Fifteen hires have been confirmed at the time of the meeting, with nine additional hires pending.

PA CareerLink Northwest Update

Charles Jameson reported that PA CareerLink Northwest continues rebuilding activity following its temporary closure for construction. The center is increasingly using employer-specific hiring events to better match qualified jobseekers with individual employer needs. A recent Philly Renovation LLC event referred to eight qualified candidates for interviews, with additional employer-specific events planned.

Northwest is also increasing collaboration with elected officials and community service organizations. The center is supporting the Dignity at Work Hiring and Resource Fair, designed to connect residents with employers and social service resources.

PA CareerLink Suburban Station Update

Fatima Martin reported that Suburban Station hosted seven hiring events in August with employers including Temple University, Busy Bee, Elwyn, Comfort Keepers, Horizon House, My

Independence at Home, and Women Against Abuse. Multiple participants advanced in the hiring process across the events.

Six hiring events were planned for September, including Allied Universal, Always Best Care, Comfort Keepers, and Rivers Casino. The center also hosted its annual back-to-school event in August, distributing 150 book bags to youth ages 5-15 and providing complimentary hair styling and other activities.

PA CareerLink West Philadelphia Update

Craig Holland provided an update on the new West Philadelphia CareerLink location at 5548 Chestnut Street. Following a soft opening in July, the center has continued building community and employer engagement. An official ribbon-cutting event is planned for October 1 from 11:00 A.M. to 1:00 P.M.

A recent Comfort Keepers event resulted in five of ten participants advancing to interviews, with two additional participants expecting follow-up regarding potential offers. Upcoming employer events include Park Philadelphia, the Philadelphia Police Department, and Inglis House. Holland also highlighted a customer success story in which the center secured outside assistance to cover a participant's remaining \$1,000 training balance, allowing her to complete certification.

System-Wide CareerLink Update

Latosha Lewis provided system-wide updates. A July SEPTA job fair drew 351 candidates, with 142 applying for positions and an additional 22 system referrals, bringing the initiative's tracked applicant total to 164. An August Good Jobs Challenge event attracted 268 candidates and approximately 16 employers.

Five system-wide hires were confirmed in August, including three with AmeriHealth and hires with EMR and Weber. The system also approved 125 new job postings. The Taking Care of Business pilot concluded after cohorts were hosted at all four CareerLink centers. The final North cohort included 10 Spanish-speaking graduates, with approximately eight participants interested in CDL training. SEPTA representative Jeffrey Missan praised the CareerLink partnership and noted the importance of the system's large hiring events in supporting SEPTA's ongoing recruitment needs.

Upcoming Employer Engagement Activities

Jason Ivey highlighted several upcoming system-wide events. West Philadelphia's ribbon cutting is scheduled for October 1. Future Made Philly, a system-wide CareerLink job fair, is planned for

October 14. Philadelphia Works will also support the City's One Philly Opportunity Fair associated with HBCU Week, anticipated for late October at the Pennsylvania Convention Center.

Kaila Shannon announced an employer-focused Lunch & Learn in partnership with the Department of Commerce and the Chamber of Commerce. The September 29 event will provide information about employer services and how partner organizations can connect businesses to the workforce system. Both in-person and virtual participation will be available.

Recap & Next Steps

The Committee will continue strengthening employer engagement through targeted hiring events, system-wide recruitment initiatives, CareerLink awareness activities, and partnerships with employers, government, and community organizations. Members emphasized increasing employer use of CareerLink services and continuing to track hiring outcomes from recent and upcoming events.

Closing Remarks

Nikki Pumphrey thanked committee members and the Philadelphia Works team for their time, coordination, and contributions. Participants were encouraged to connect directly with Philadelphia Works and CareerLink staff regarding upcoming activities and employer engagement opportunities.

Adjournment

Motion: Jason Ivey

Second: Marybeth Williams

Motion approval: Approved unanimously.

Next Meeting: Tuesday, November 17, 2026 at 2:00 PM



ACTION ITEMS

ACTION ITEMS

Thursday, September 17, 2026 | 10:00 AM – 12:00 PM

Board Action Item(s):

1. Action Item: Approval of WIOA Title I Grievance Policy
2. Action Item: Approval of the Financial Statements
FOR THE TWLEVE MONTHS ENDED JUNE 20, 2026
FOR THE FIRST MONTH ENDED JULY 31, 2026



FINANCIAL REPORTS

*PHILADELPHIA WORKS INC.
FOR THE TWELVE MONTHS ENDED
June 30, 2026*

UNAUDITED FINANCIAL STATEMENTS

PHILADELPHIA WORKS, INC.

Statements of Financial Position

As of June 30, 2026

	6/30/2026	6/30/2025
	Unaudited	Unaudited
ASSETS		
<i>Current Assets:</i>		
Cash	6,148,779	6,234,296
Accounts receivable - grants and contracts	20,625,678	15,965,536
Other current assets	1,417,330	1,041,442
Total current assets	28,191,787	23,241,274
<i>Property and Equipment:</i>		
Furniture and equipment	782,957	782,957
Computer equipment	468,893	425,807
Leasehold improvements	2,773,935	2,773,935
Lease Assets	19,765,864	19,765,864
	23,791,649	23,748,562
Less: accumulated depreciation	(15,396,796)	(12,401,314)
Net property and equipment	8,394,852	11,347,248
Other Assets- Security & Other deposits	422,231	462,583
Total assets	37,008,870	35,051,105
LIABILITIES AND NET ASSETS		
<i>Current Liabilities:</i>		
Due to subrecipients	20,073,695	14,542,994
Accounts payable and accrued expenses	297,118	520,580
Advances	-	-
Due to Commonwealth of Pennsylvania	2,169,066	2,169,066
Other current liabilities	5,273,585	5,660,128
Compensated Absences	75,917	-
Total current liabilities	27,889,381	22,892,768
Due to State- Deposits	422,231	462,583
Lease Allowance	0	118,594
Lease Liability	7,173,299	10,510,451
Compensated Absences	430,198	-
Total liabilities	35,915,109	33,984,396
<i>Net Assets:</i>		
Unrestricted Net Assets	317,477	348,504
Equity value of government funds	776,284	718,206
Total net assets	1,093,760	1,066,709
Total liabilities and net assets	37,008,870	35,051,105

PHILADELPHIA WORKS, INC.
Unaudited Statements of Activities
As of June 30, 2026

	June 30, 2026		
	Training	Management	
	Program Services	and General	Total
Support and Revenue			
TANF (Cost Reim/Youth)	34,283,614	4,229,272	38,512,886
TANF Performance			
WIOA (Adult / DLW /RR / Youth)	16,572,239	1,839,375	18,411,613
Other	13,181,446	126,621	13,308,067
Total support and revenue	64,037,299	6,195,267	70,232,566
Expenses			
Salaries	2,849,018	3,987,694	6,836,712
Fringe benefits	801,338	1,078,561	1,879,898
Compensated Absences Leave	54,737	-	54,737
Total salaries and fringe benefits	3,705,092	5,066,255	- 8,771,347
Subrecipient services	57,848,096	-	57,848,096
Co-Location & Integration			-
Professional and consulting services	605,223	231,787	837,010
Facilities costs	855,144	437,638	1,292,783
Depreciation	137,416	-	137,416
Data Systems & Tools	331,438	3,785	335,223
Information Technology	405,218	185,766	590,984
Meetings, conferences, and travel	110,634	69,599	180,233
Temporary Help	1,694	19,681	21,375
Employee Development	616	5,375	5,991
Office Expense	168,034	175,381	343,415
Total expenses	64,168,605	6,195,268	- 70,363,873
Changes in net assets	(131,306)	(0)	(131,307)
**Net assets, beginning of period	907,590	317,477	1,225,067
Net assets, end of period	776,284	317,477	1,093,760

**Net assets were updated to agree to PWI's audited financial statements for the period that ended June 30, 2025

PHILADELPHIA WORKS, INC.
 Projected Costs vs. Actual Expenses - Admin & Program Combined
 As of June 30, 2026

	FY26 Approved	YTD Actual Expenses	Remaining Budget	% of
	Budget Combined	6/30/2026	Available	Budget
			6/30/2026	Remaining
Expenses				
Salaries	7,756,662	6,836,712	919,950	12%
Fringe benefits	2,326,999	1,879,898	447,101	19%
Compensated Absence Leave		54,737		
Total Salaries and Fringe Benefits	10,083,661	8,771,347	1,367,050	14%
Subrecipient services	69,217,544	57,848,096	11,369,448	16%
Professional and consulting services	837,010	837,010	-	0%
Facility costs	1,292,783	1,292,783	-	0%
Depreciation	-	137,416	(137,416)	0%
Data Systems & Tools	335,223	335,223	-	0%
Information Technology	820,000	590,984	229,016	28%
Meetings, conferences, and travel	180,233	180,233	-	0%
Temporary help	100,000	21,375	78,625	79%
Employee development	30,000	5,991	24,009	80%
Office expense	355,000	343,415	11,585	3%
Total Operating Costs	73,167,793	61,592,525	11,575,268	16%
Total Personnel and Operating Costs	83,251,454	70,363,873	12,942,318	16%

*PHILADELPHIA WORKS INC.
FOR THE FIRST MONTH ENDED
July 31, 2026*

UNAUDITED FINANCIAL STATEMENTS

PHILADELPHIA WORKS, INC.

Statements of Financial Position

As of July 31, 2026

	7/31/2026	7/31/2025
	Unaudited	Unaudited
ASSETS		
<i>Current Assets:</i>		
Cash	1,939,925	7,790,619
Accounts receivable - grants and contracts	22,549,492	12,250,266
Other current assets	1,453,967	1,258,364
Total current assets	25,943,385	21,299,248
<i>Property and Equipment:</i>		
Furniture and equipment	782,957	782,957
Computer equipment	468,893	425,807
Leasehold improvements	2,773,935	2,773,935
Lease Assets	19,765,864	19,765,864
	23,791,649	23,748,562
Less: accumulated depreciation	(15,405,068)	(12,422,648)
Net property and equipment	8,386,581	11,325,914
Other Assets- Security & Other deposits	404,073	472,122
Total assets	34,734,039	33,097,284
LIABILITIES AND NET ASSETS		
<i>Current Liabilities:</i>		
Due to subrecipients	17,955,587	13,132,051
Accounts payable and accrued expenses	197,037	104,816
Advances		1,009,574
Due to Commonwealth of Pennsylvania	2,169,066	2,169,066
Other current liabilities	5,272,679	4,537,024
Compensated Absences	75,917	-
Total current liabilities	25,670,286	20,952,531
Due to State- Deposits	404,073	462,583
Lease Allowance	0	108,711
Lease Liability	7,173,299	10,510,451
Compensated Absences	430,198	-
Total liabilities	33,677,857	32,034,276
<i>Net Assets:</i>		
Unrestricted Net Assets	154,239	182,825
Equity value of government funds	901,943	880,183
Total net assets	1,056,181	1,063,008
Total liabilities and net assets	34,734,039	33,097,284

PHILADELPHIA WORKS, INC.
Unaudited Statements of Activities
As of July 31, 2026

	July 31, 2026		
	Training	Management	
	Program Services	and General	Total
Support and Revenue			
TANF (Cost Reim/Youth)	2,018,710	281,405	2,300,115
TANF Performance			
WIOA (Adult / DLW /RR / Youth)	1,136,499	174,826	1,311,325
Other	343,980		343,980
Total support and revenue	3,499,189	456,231	3,955,420
Expenses			
Salaries	207,535	333,970	541,504
Fringe benefits	59,524	87,314	146,838
Compensated Absences Leave	-	-	-
Total salaries and fringe benefits	267,059	421,284	688,343
Subrecipient services	3,118,657	-	3,118,657
Co-Location & Integration			-
Professional and consulting services	3,922	-	3,922
Facilities costs	58,784	36,029	94,814
Depreciation	8,271	-	8,271
Data Systems & Tools	-	-	-
Information Technology	33,682	20,644	54,325
Meetings, conferences, and travel	-	-	-
Temporary Help	781	1,172	1,953
Employee Development	5,300	-	5,300
Office Expense	8,380	9,035	17,415
Total expenses	3,504,837	488,163	3,992,999
Changes in net assets	(5,647)	(31,932)	(37,579)
**Net assets, beginning of period	907,590	186,170	1,093,760
Net assets, end of period	901,943	154,239	1,056,181

**Net assets were updated to agree to PWI's audited financial statements for the period that ended June 30, 2025

PHILADELPHIA WORKS, INC.
 Projected Costs vs. Actual Expenses - Admin & Program Combined
 As of July 31, 2026

	FY27 Approved Budget Combined	YTD Actual Expenses 7/31/2026	Remaining Budget Available 7/31/2026	% of Remaining
Expenses				
Salaries	6,629,634	541,504	6,088,130	92%
Fringe benefits	2,121,483	146,838	1,974,645	93%
Compensated Absence Leave		0		
Total Salaries and Fringe Benefits	248,751,117	688,343	8,062,774	92%
Subrecipient services	58,235,590	3,118,657	55,116,933	95%
Professional and consulting services	350,000	3,922	346,078	99%
Facility costs	1,185,961	94,814	1,091,147	92%
Depreciation	-	8,271	(8,271)	0%
Data Systems & Tools	400,000	0	400,000	100%
Information Technology	549,000	54,325	494,675	90%
Meetings, conferences, and travel	200,000	0	200,000	100%
Temporary help	100,000	1,953	98,048	98%
Employee development	30,000	5,300	24,700	82%
Office expense	397,750	17,415	380,335	96%
Total Operating Costs	61,448,301	3,304,657	58,143,644	95%
Total Personnel and Operating Costs	70,199,418	3,992,999	66,206,419	94%

Philadelphia Works Inc.
Comparative Operating Budget
For the Year Ending June 30, 2026-Revised

	FY26 Budget	Proposed RevisedFY26 Budget	Proposed Revised FY26 Budget vs FY26 Budget
<i>Expenses</i>			
Salaries	7,756,662	7,756,662	-
Fringe Benefits	2,326,999	2,326,999	-
<i>Total Salaries and Fringe</i>	10,083,661	10,083,661	-
<i>Operating Expenses</i>			
Subrecipient services	69,501,362	69,217,544	(283,818)
Professional and Consulting Services	752,408	837,010	84,603
Facility Costs	1,119,023	1,292,783	173,760
Data Systems & Tools	330,000	335,223	5,223
Information Technology	820,000	820,000	-
Meetings, conferences and travel	160,000	180,233	20,233
Temporary help	100,000	100,000	-
Employee development	30,000	30,000	-
Office expense	355,000	355,000	-
<i>Total Operating Costs</i>	73,167,793	73,167,793	(0)
 <i>Total Personnel and Operating Costs</i>	 83,251,454	 83,251,454	 (0)
	83,251,454	83,251,454	0.00%



SERVICE + PERFORMANCE METRICS

Service and Performance Snapshot

Q3 Program Year 2025

Customers Served by Zip Code of Residence
January 2026 through March 2026

8,642

Unique Customers Served
January 2026 through March 2025

In the most recent quarter, the PA CareerLink® Philadelphia system provided services for **8,642** individuals across programs.

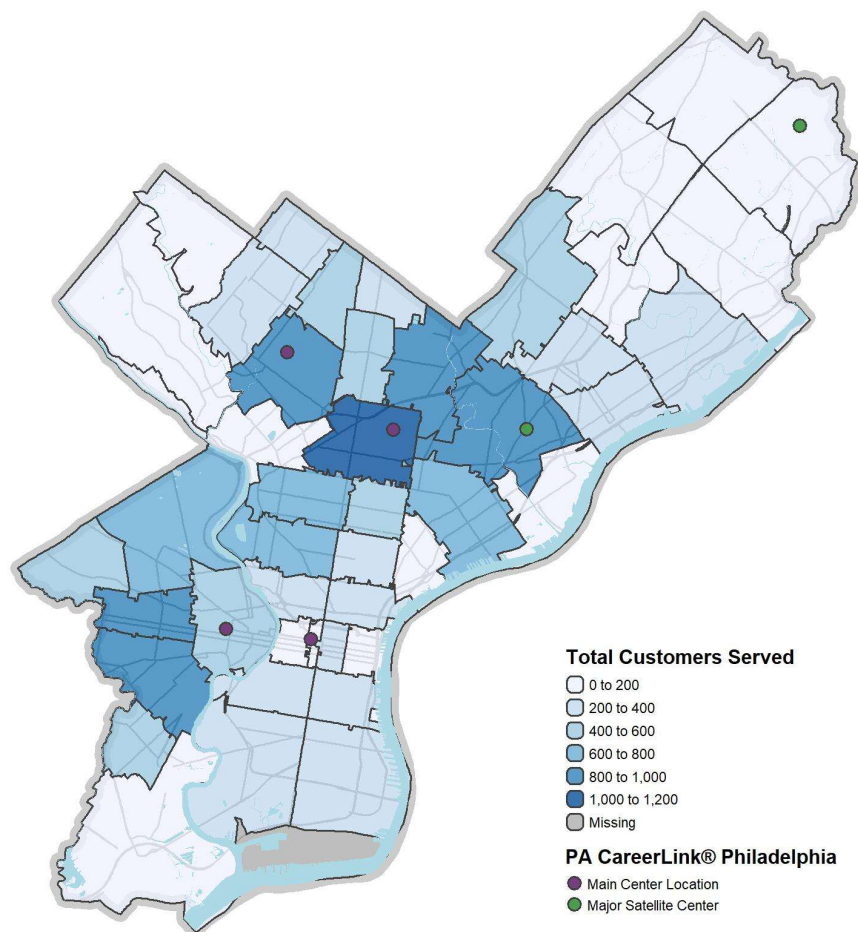
Since customers may receive services through multiple programs, this number reflects a count of unique customers rather than a sum of customers by service or by program.

40,753

New Career-Seeker Services Delivered
January 2026 through March 2026

In the most recent quarter, **40,753** individual services were started. Most common services included job-search assistance and career counseling.

**Includes a distinct count of TANF YDP participants due to the unavailability of service data as of 12/4/25*



Service Summary by Program

Customers Served by Program, January 2026 through March 2026

Program Title	Most Recent Quarter		Program Year-to-Date	
	Total Customers	Total Services	Total Customers	Total Services
WIOA Labor Exchange	5,854	29,411	16,001	89,413
EARN TANF	678	1,769	1,719	6,794
WIOA Adult and Dislocated Worker	1,142	4,145	2,147	13,482
WIOA Youth	441	2,648	533	5,380
TANF Youth*	964	964	7,039	8,907
EARN SNAP	509	1,750	762	2,984
Other Programs	88	296	277	942

*TANF Youth includes multiple programs of which Philadelphia Works is one of multiple funders.

WIOA Title I – Adult and Dislocated Worker Services

Q3 Program Year 2025

The Workforce Innovation and Opportunity Act (WIOA) helps to fund career services and training opportunities for individuals and employers. Title I Adult and Dislocated programs prioritize services for low-income individuals, individuals with existing barriers to employment, and individuals that have lost employment.

Customers Receiving Services: January through March 2026

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Career Development and Counseling	925	1,898	-10.3%	-29.5%
Job Search / Prep Training	671	1,678	-10.1%	-28.5%
Essential Case Management	354	1,209	-17.1%	-32.6%
Supportive Services	111	275	-2.6%	-54.5%
Training and Education	79	224	-6%	-58.4%
Work Experience	12	43	20%	-69.9%
Other Services	17	32	325%	-8.6%

Customer Outcomes: January through March 2026

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Total Exits	281	1,235	-42.4%	-35.5%
Exits to Military or Employment	93	382	-38%	-19.6%
Exits with No Outcomes	186	838	-44.3%	-39.9%
Education or Training Completed	2	16	-50.0%	-66.0%
Placements	99	438	-40.7%	-22.2%

*Outcome data only includes outcomes entered into CWDS, the state data entry system, by service providers.

State and Federal Performance Measures: January through March 2026

Program	Measure	Negotiated Level	Actual Performance	% of Goal Achieved
Adult	Average Program Score: 107.4%			
	Employment 2 nd Quarter After Exit	68.0%	70.4%	103.5%
	Employment 4 th Quarter After Exit	65.0%	70.2%	108.0%
	Median Earnings 2 nd Quarter After Exit	\$7,550	\$8,087	104.3%
	Credential Attainment Rate	52.0%	42.5%	81.7%
	Measurable Skill Gain	50.0%	69.7%	139.4%
Dislocated Worker	Average Program Score: 98.1%			
	Employment 2 nd Quarter After Exit	73.5%	70.7%	96.2%
	Employment 4 th Quarter After Exit	70.0%	72.4%	103.4%
	Median Earnings 2 nd Quarter After Exit	\$9,000	\$9,065	100.7%
	Credential Attainment Rate	54.0%	59.6%	110.4%
	Measurable Skill Gain	51.0%	40.6%	79.6%

WIOA Title I – Youth Services

Q3 Program Year 2025

The Workforce Innovation and Opportunity Act (WIOA) helps to fund career services and training opportunities for individuals and employers. Title I Youth programs prioritize services for young individuals, focusing on job training, education, and career development.

Customers Receiving Services: January through March 2026

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Career Development and Counseling	289	456	33.8%	14.3%
Training and Education	197	310	85.8%	-11.7%
Supportive Services	281	368	63.4%	21.1%
Essential Case Management	196	487	36.1%	31.3%
Work Experience	73	105	114.7%	-48.0%
Other Services	84	150	-14.3%	368.8%
Job Search / Prep Training	4	16	-73.3%	14.3%

Customer Outcomes: January through March 2026

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Total Exits	27	98	-28.9%	-70.7%
Education or Training Completed	9	53	-60.9%	-43.0%
Exits to Military or Employment	3	3	--%	-85.7%
Exits to Education	0	0	--%	-100%
Exits with No Outcomes	15	42	0%	-80.3%
Placements	34	84	47.8%	-47.8%

While Adult programs target employment outcomes, Youth programs largely target education and service outcomes. Outcomes data only include outcomes entered into CWDS, the state data entry system by service providers.

State and Federal Performance Measures: January through March 2026

Measure	Negotiated Level	Actual Performance	% of Goal Achieved
Average Program Score: 106.8%			
Employment/Education 2 nd Quarter After Exit	70.0%	68.7%	98.1%
Employment/Education 4 th Quarter After Exit	69.0%	68.4%	99.1%
Median Earnings 2 nd Quarter After Exit	\$4,000	\$5,875	146.9%
Credential Attainment Rate	65.0%	64.7%	99.5%
Measurable Skill Gain	52.0%	43.4%	83.5%

WIOA Title III – Labor Exchange

Q3 Program Year 2025

Title III services, also known as Wagner-Peyser, are available to all individuals that need help during their job search or career development. Outcomes are not currently assessed for this program.

Customers Receiving Services: January through March 2026

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Job Search / Prep Training	3,926	11,711	-5.9%	-4.8%
Essential Case Management	4,291	11,322	3.4%	1.6%
Career Development and Counseling	1,504	4,258	8.7%	-12.6%
Training and Education	39	39	--%	333.3%
Work Experience or Employment	4	10	33.3%	-37.5%
Other Services	1,469	3,908	5.7%	83.6%

WIOA State Performance Measures: Average Indicator Scores

Q3 Program Year 2025

In addition to individual program performance metrics, the Commonwealth of Pennsylvania provides combined indicator scoring. These scores show the combined performance across all WIOA programming.

Combined Indicator Performance Measures: January through March 2026

Measure	Average Indicator Score
Employment/Education 2 nd Quarter After Exit	99.3%
Employment/Education 4 th Quarter After Exit	103.5%
Median Earnings 2 nd Quarter After Exit	117.3%
Credential Attainment Rate	97.2%
Measurable Skill Gain	100.8%

EARN TANF and SNAP Services

Q3 Program Year 2025

Individuals that receive Temporary Assistance for Needy Families (TANF) or Supplemental Nutrition Assistant Program (SNAP) benefits enroll in Employment, Advancement, and Retention Network (EARN) programs. EARN services include case management, education and job training, and supportive services.

Referrals and Enrollments: January through March 2026

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Referrals				
TANF	808	2,219	-10.9%	-18.6%
SNAP	1,211	1,892	195.4%	422.7%
Enrollments				
TANF	405	1,272	-14.9%	-13.6%
SNAP	437	715	158.6%	292.9%

Customers Receiving Services: January through March 2026

Service Category	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Essential Case Management	945	2,157	28.4%	15.7%
Job Search / Prep Training	723	1,599	41.8%	42.9%
Work Experience or Employment	119	456	-30.8%	-21.1%
Education or Job Training	122	296	25.8%	-4.2%
Community Service	34	53	142.9%	2,550%
Other Services	648	1,756	-13.8%	3.1%

Customer Outcomes: January through March 2026

Measure	Most Recent Quarter	Program Year-to-Date	Percent Change Over Last Quarter	Percent Change Over Last PYD
Case Closures	720	1,920	-7.3%	11.2%
Placements into Employment	126	486	-36%	-22.6%

*Outcome data only includes outcomes entered into CWDS, the state data entry system, by service providers.

C2L LaunchPad Records: TANF Youth Development Services Q3 Program Year 2025

TANF Youth Development programming is funded by the TANF Block Grant and administered by the Pennsylvania Department of Labor and Industry, local workforce development boards, and local youth councils. Services focus on providing employment opportunities and career development for low-income and at-risk youth.

Customer Applications and Placements: January through March 2026

Number of Participants	Most Recent Cohort Application Count	Previous Cohort Application Count	Most Recent Cohort Placed	Previous Cohort Placed
Total	1,259	1,280	964	904

*Service codes are not currently available for TANF Youth, we are pulling data from LaunchPad until further notice.



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